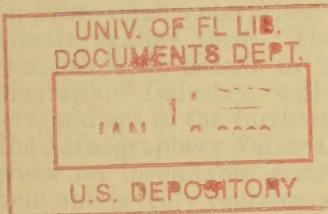


NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION
FOR THE
LITHOGRAPHIC INDUSTRY
AS SUBMITTED ON SEPTEMBER 6, 1933



The Code for the Lithographing Industry
in its present form merely reflects the proposal of the above-mentioned
industry, and *none of the provisions contained therein are*
to be regarded as having received the approval of
the National Recovery Administration
as applying to this industry

UNITED STATES
GOVERNMENT PRINTING OFFICE
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BASIC CODE OF FAIR COMPETITION OF THE LITHOGRAPHIC INDUSTRY

Preamble.—The Lithographic Industry, subject to this Code, includes all persons (i.e., individuals, partnerships, associations, trusts, and corporations) engaged in the manufacture of lithographic products for sale to others, and shall also include all private plants, all plants operated by state and municipal authorities, and plants that are subsidiaries of other corporations, which manufacture lithographic products.

While the general process employed by all in the lithographic industry is substantially the same, the products differ materially, and different trade practices prevail in connection with the different products.

This Code of Fair Competition, insofar as is possible, is designed to:

1. Effectuate the policy set forth in Title I, Section 1, of the National Industrial Recovery Act.
2. Provide for employees (a) the right to organize and bargain collectively, (b) maximum working hours, and (c) minimum wages.
3. Eliminate unfair competition.
4. Establish a practical method of administration.

This Code is not designed to promote monopolies or to eliminate or oppress small enterprises and will not be administered to discriminate against them. The provisions and restraints contained herein, while of benefit to both employers and employees in the Lithographic Industry, will protect consumers, competitors, and others, and are in the furtherance of the public interests.

The Lithographers National Association which presents this Code imposes no inequitable restrictions on admission to membership therein and is truly representative of the Lithographic Industry.

ARTICLE I—WAGES, HOURS, AND OTHER CONDITIONS OF EMPLOYMENT

1. *Collective Bargaining.*—In conformity with the provisions of Section 7(a) of the National Industrial Recovery Act, the attitude of this industry to its employees shall be as follows:

(a) That employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection;

(b) That no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and

(c) That employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, as provided herein and approved by the President.

It is clearly understood that the foregoing paragraphs do not impair in any particular the constitutional rights of the employee and employer to bargain individually or collectively as may be mutually satisfactory to them; nor does it impair the joint right of employer and employee to operate an open shop.

Nothing in this Code is to prevent the selection, retention, and advancement of employees on the basis of their individual merit, without regard to their affiliation or nonaffiliation with any labor organization.

2. *Maximum Working Hours.*—No accounting, clerical, office, service, or sales employees (except outside salesmen) in this industry shall be required to work more than forty hours in any one week.

The maximum work week in this industry for all employees performing mechanical operations, including any proprietors, supervisors, foremen, or other executives doing such work, shall be forty hours.

When necessary, due to the special character of any mechanical work, overtime shall be permitted, but no employees performing mechanical operations in any one week shall work more than eight hours overtime, and no employee in any consecutive twenty-six weeks, including overtime, shall work more than 1,040 hours.

The maximum hours above prescribed shall not apply to employees in a managerial or executive capacity, who receive more than \$35 per week; nor to watchmen; nor to employees on emergency maintenance and repair work.

3. *Minimum Wages.*—The minimum weekly wage for all accounting, clerical, office, service, and sales employees (except outside salesmen) shall be: \$15.00 in any city of over 500,000 population, or in the immediate trade area of such city; \$14.50 in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; \$14.00 in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; \$12.00 in any town of less than 2,500 population.

Population for the above purposes shall be determined by reference to the 1930 Federal census.

The minimum hourly wage for all employees in the mechanical departments—except learners during an initial six weeks' period—shall be:

Men	-----	\$0. 40
Women	-----	.30

Any employee working overtime as hereinbefore provided shall be paid at least time and one third for hours worked in excess of the maximum. As soon as practicable, a job classification for the industry shall be worked out and minimum rates for each classification fixed, due consideration being given to the differences in living conditions and to other factors in the several localities of the country.

Pending the submission and approval of such job classification, present hourly rates shall be increased so that the weekly payments for forty hours shall be not less than the payments now made for present basic work weeks.

4. *Other Conditions of Employment.*—As need for them arises regulations will be prescribed covering conditions of employment other than hours and wages.

5. *Employment of Minors.*—No employer in this industry shall knowingly give employment to any individual less than 16 years of age.

ARTICLE II—MAINTENANCE OF FAIR COMPETITION

1. Every person in the industry shall maintain an approved accounting and cost-finding system, the operation of which shall be properly supervised.

2. A method of cost finding shall be prescribed to cover each operation or group of operations performed in the industry.

3. No person in the industry shall sell any of his products at less than cost, such cost to include all operating costs as prescribed, all outside purchases, and a prescribed amount for administrative and sales expense.

4. General regulations shall be prescribed from time to time covering trade practices applicable to the industry generally.

5. Specific regulations shall be similarly prescribed covering trade practices applicable to special groups of the industry—such groups being determined either by locality or districts, or by products.

ARTICLE III—ADMINISTRATION

1. *Administrative Body.*—The administration of this code shall be under the jurisdiction of the Lithographers National Association.

2. *Statistics and Reports.*—All persons shall be required to furnish to the Lithographers National Association, upon its request, statistical and other information necessary or helpful in the administration of this Code. Information of a confidential nature shall be so treated.

3. *Dues and Assessments.*—The expense of administering this Code shall be discharged by levying against all units in the industry, subject to the operation of this Code, upon a fair and equitable basis to be determined by the Lithographers National Association. The nonpayment of any dues or assessments so levied shall constitute a violation of this Code.

4. *Amendments.*—Additions, modifications, amendments, or refinements of this Code may be submitted through the proper channels for approval by the President of the United States.

The President of the United States may from time to time cancel or modify any order, approval, rule, or regulation issued hereunder.

5. *Effective Date.*—This Code shall become effective the second Monday after its approval by the President; except that if the Code, or any part of it, is temporarily declared in force by the Administrator prior to a public hearing, then the Code, or such part of it as may be so declared in force, shall be immediately effective in respect to all persons in the industry subscribing to it.



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